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The Exchange Newsletter

Institute for Public Service (IPS)

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6-2013

# Exchange June 2013

Institute for Public Service

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## Local Governments Learn Impacts of the Affordable Care Act

The Affordable Care Act (ACA) is a topic on the minds of many local government officials. In an effort to meet the need for information about the ACA, the **UT County Technical Assistance Service (CTAS)** and the **Municipal Technical Advisory Service (MTAS)** recently offered a special series of training sessions on how the ACA will impact local governments. This training was offered to both county and municipal officials.

The sessions were well attended with 109 participants at the Jackson session; 148 participants at the Franklin session; and 122 participants at the Knoxville session. The session received positive feedback from the participants who attended. Many mentioned that the presenter, Andrea Bailey Powers of Baker Donelson, was very knowledgeable and presented the information well.

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## ECONOMIC DEVELOPMENT SPECIALISTS COMPLETE STATE TRAINING COURSE

Forty-six economic development professionals from Tennessee and other states graduated from the seventh annual Tennessee Basic Economic Development Course (TBEDC) recently in Nashville. This week-long course is one of the eight economic development courses offered by the **UT Center for Industrial Services (CIS)** and is considered the cornerstone of the Tennessee Certified Economic Developer (TCED) professional certification program. The course also is accredited by the International Economic Development Council.

Attendees learned best practices in economic and community development, new methods and programs to promote job growth and investment and discussed emerging trends and factors that shape local and regional economics.

This year's diverse class had a range of participants that included chamber of commerce and economic and community development organization professionals, elected and appointed officials, state government agency staff, community planners, airport authority personnel, bankers, business leaders and real estate developers.



Economic development professionals from Tennessee and other states attended the 7th annual Tennessee Basic Economic Development Course.

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# ECONOMIC DEVELOPMENT SPECIALISTS COMPLETE STATE TRAINING COURSE

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The week started off with a high-energy afternoon session that geared everyone for the week ahead. It became obvious the first day that the class participants were committed to making a change in their communities and the state as a whole. "The interest, engagement and knowledge of the participants made this truly a unique experience," said Erin Ketelle, TBEDC course director and TCED director.

## *Listening Is Leading*

*By Zane Wyrick*

*Naifeh Center for Effective Leadership Intern*

A mere five months ago, I was chosen to intern in the Tennessee General Assembly for the 108<sup>th</sup> session, where I served as a representative of both the University of Tennessee and the [UT Institute for Public Service](#) in the [Naifeh Center for Effective Leadership](#).



Naifeh Center intern Zane Wyrick meets UT head football coach Butch Jones at UT Day on the Hill in Nashville.

In previous years, I would have had the privilege to intern under Democratic Speaker Emeritus Jimmy Naifeh, a man whose reputation for leadership in the state is unparalleled and admiration for him echoes in the halls of the Tennessee Capitol. Due to his retirement last year, though, I did not have the opportunity to serve under the Speaker Emeritus; upon the beginning of the session however, the current Speaker Beth Harwell found that my services would be best utilized if I were

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Over the course of the week, the class heard presentations from more than 30 expert practitioners in many specialties of economic development. Participants said one of the biggest benefits of the experience, beyond the presented material, were the relationships built over the week. Case studies, group work, class discussions and after class activities gave everyone the opportunity to create a broad network across Tennessee. "We were so fortunate to have amazing nationally recognized Tennessee economic development professionals as instructors at the TBEDC," Ketelle said.

The week closed with the TBEDC graduation ceremony. Certificates were presented by CIS Executive Director Dr. Paul Jennings and Ketelle. Several students spoke during the ceremony to share their favorite experiences from the week.

Contact Ketelle at [erin.ketelle@tennessee.edu](mailto:erin.ketelle@tennessee.edu) or (615) 532-4926 for more information about economic development training opportunities. ■

## Local Governments Learn Impacts of the Affordable Care Act

(continued from page 1)

"Cities are not exempt from health care reform. This includes cities that participate in the state of Tennessee health plans. All cities need to understand how this comprehensive legislation will affect their entity. To help educate cities on this reform, we have a four-hour video training available, and we have a health care blog," said MTAS Human Resources Consultant Bonnie Jones. The address for the health care blog is: [http://www.mtas.tennessee.edu/public/web.nsf/Web/Health\\_care?Opendocument#](http://www.mtas.tennessee.edu/public/web.nsf/Web/Health_care?Opendocument#)."

The Knoxville session on May 2 was also presented as a webinar to offer this valuable information to customers who were unable to attend in person. This webinar was recorded. [CLICK HERE](#) to view it. ■

# Listening Is Leading

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to assist the newly elected Democratic Representative Darren Jernigan, of the Old Hickory and Hermitage areas of Nashville.

The first time that I got to meet Representative Jernigan, I was absolutely floored by the kindness and respect that radiated from him and washed upon those around him. He truly listened to the comments and suggestions from those around him along with the various representatives with whom he worked. Jernigan is a paraplegic, where a car accident nearly 20 years ago left him confined to a wheelchair and unable to perform some physical tasks.

This in no way hindered him from bringing his unique energy, consideration and leadership into the state legislature and working to represent his constituents and all Tennesseans in the best way possible.

While working for Jernigan, I saw how members and constituents of both political parties built opinions of him that were of high regards and esteem. Much of this was due to Jernigan's approach to politics, where he has adopted a style that can be summed up best as listening before speaking. Whether he proposes an amendment to a bill or speaks and comments in a one-on-one meeting with a constituent, he obviously puts much consideration and thought into everything he says, and because of this, he has developed a bi-partisan and highly regarded reputation as a representative — a quality that has followed him from his work as a Nashville Metro councilman and a quality I will strive to emulate.

Not only is Jernigan a voice for his constituents, but he also represents a group of people that are sadly under-represented in our political system — the disabled. Jernigan has fought an unnecessary battle to reach his current position in society, where many people believed that due to his disability, he would be unable to perform the tasks necessary to represent others in government — even his opponent when he initially ran for Metro Council insinuated as such. Over time, though, he has proven how this perception of the disabled is completely erroneous and has shown how America continues to need to have a real discussion on how we as a society interact and respect members of the disabled community. I find it

absolutely inspiring to see Jernigan join the folds of elected officials at the state level, as that shows real progress has been made in America, and it gives him a chance to speak for some of the most disrespected members of our society.

If the goal of the Institute for Public Service Naifeh Center for Effective Leadership is to augment leadership qualities in those who guide the state, surely Jernigan is an exemplary candidate to be one of those great leaders. After Speaker Naifeh's retirement, I could not think of someone who I would rather have worked for this past semester than Jernigan. With his thoughtful, receptive and moderate approach to politics, he holds all of the qualities that signify an effective leader, and I thank the Institute for Public Service for giving me the opportunity to learn the techniques of leadership under him. ■

## CIS E3 Initiative Highlighted at Recent Luncheon



More than 80 people were on hand for a recent Tennessee Renewable Energy and Economic Development Council (TREEDC) luncheon that featured a talk by Keith Groves with the [UT Center for Industrial Services](#).

Groves discussed [CIS' E3 program](#) with the crowd. E3, which stands for economy, energy and environment, is an innovative program that supports manufacturing leadership through sustainability.

Also at the luncheon, the Tennessee Department of Environment and Conservation's (TDEC) announced the launch of its energy education initiative. The TDEC energy education initiative will be delivered in connection with TREEDC Diamond Member Pathway Lending and other statewide energy resource providers and will provide in-depth training and educational tools. TREEDC will be providing five forums across this state as part of this program.

Molly Cripps and Katie Southworth of TDEC also shared details of the state's qualified energy conservation bond program, which has a \$64 million allocation. ■





# Crime Scene Investigators Complete National Forensic Academy™

Twenty-four law enforcement officials from Tennessee and several other states became the latest graduates of the **UT Law Enforcement Innovation Center's (LEIC) National Forensic Academy™ (NFA™)**.

The most recent participants made up the 33<sup>rd</sup> session of the academy. The NFA is an intensive 10-week training program funded by the Bureau of Justice Assistance, designed to meet the needs of law enforcement

agencies in evidence identification, collection and preservation. The NFA is offered in-residence, using curriculum developed by leading forensic practitioners from across the United States.



The graduating class of the 33<sup>rd</sup> session of the National Forensic Academy

Following is a list of the Session 33 graduates and their departments:

Megan Anello  
Doug Belcher  
Matt Burnham  
Paul Daley  
Jason Ewing  
Trina Gregory  
Haidy Grigsby  
Jim Hawkins  
Stephanie Housewright  
Lurena Huffman  
Randall Massengill  
Frank McCauley

Ohio Bureau of Criminal Investigation  
Metro Nashville Police Department  
Norfolk (Va.) Police Department  
South Bend (Ind.) Police Department  
Alcoa Police Department  
Knox County Sheriff's Office  
Tennessee Bureau of Investigation  
Fishers (Ind.) Police Department  
Knoxville Police Department  
Norfolk (Va.) Police Department  
Tennessee Highway Patrol  
Tennessee Bureau of Investigation

Rebecca Newlin  
Britt Peacock  
Chelsea Pollreis  
Conrad Schneider  
Andy Shelley  
Darrin Shockey  
Martin Taylor  
Irene Thomson  
Maureen Velez  
Lance Walker  
Chris Wilhoit  
Charlie Woodall

Knoxville Police Department  
Georgia Bureau of Investigation  
South Dakota Division of Criminal Investigation  
Brevard County (Fla.) Sheriff's Office  
Clackamas County (Ore.) Sheriff's Office  
Tennessee Bureau of Investigation  
Kingsport Police Department  
Gwinnett County (Ga.) Police Department  
Tennessee Highway Patrol  
Tennessee Bureau of Investigation  
Tennessee Bureau of Investigation  
Georgia Bureau of Investigation

The second **National Forensic Academy Collegiate Program** will take place for three weeks this summer, and Session 34 of the NFA will begin in the fall. ■

# IPS Leadership Academy Gather for Retreat

UT Institute for Public Service (IPS) employees who completed the two-year Leadership Academy recently gathered for a three-day retreat that included a tour of the TVA ash spill site in Kingston and team-building activities with The Mountain Challenge.



Employees took a tour, via pontoon boat, of the TVA ash spill site in Kingston. Scott Stout, the Roane County director of emergency management and one of the first responders on the scene at the ash spill, toured the site with the group and discussed the incident and the impact it had on Roane County.



Margaret Norris gets a boost from fellow class members to get through the spider web in a team-building activity.



After Scott Gordy was blindfolded and others in the group "lost their voices," he was helped through the spider web.



Felicia Logan, director of professional development at the International City/County Management Association, facilitated classroom sessions discussing the book *The Medici Affect*.

## Applications Being Accepted for Scholarships

Applications are now being accepted for two scholarships benefitting IPS employees and members of the County Officials Association of Tennessee (COAT). The application deadline is June 28.

### MARY AND JACK JINKS INSTITUTE FOR PUBLIC SERVICE SCHOLARSHIP

Named for Vice President of Public Service Mary Jinks and her husband, Jack, endowment earnings fund an academic scholarship for a child or grandchild of an [Institute for Public Service \(IPS\)](#) employee or retiree. Eligible participants must be enrolled full-time for the fall 2013 semester and attend any UT campus including Chattanooga, Knoxville, Martin, Memphis and Tullahoma.

### JIM AND MARIE MURPHY ENDOWED SCHOLARSHIP

The Jim and Marie Murphy Endowed Scholarship will provide scholarships for children and grandchildren of County Officials Association of Tennessee (COAT) members or [County Technical Assistance Service \(CTAS\)](#) employees. Eligible participants may attend any UT campus including Chattanooga, Knoxville, Martin, Memphis, Tullahoma and online. The scholarship recipient for the Murphy scholarship may be attending part-time.

For more information about either scholarship, please contact Rhonda Campbell, Development Director, UT Institute for Public Service, at [rcampbell@tennessee.edu](mailto:rcampbell@tennessee.edu) or (865) 974-6587. ■

## Jinks Recognized by Public Administration Honor Society

Dr. Mary Jinks, vice president of public service, was recently inducted into the UT Knoxville Pi Alpha Alpha honor society.



Mary Jinks

Pi Alpha Alpha encourages and recognizes outstanding scholarship and accomplishment in public affairs and administration. Its objectives, such as fostering integrity, professionalism and effective performance, promote the advancement of quality in the education and practice of the art and science of public affairs and administration. PAA membership identifies those with the highest performance levels in educational programs preparing them for public service careers.

Jinks was presented with membership after she spoke at the East Tennessee American Society for Public Administration awards luncheon. ■

## Enrollment Still Open for UT Sick Leave Bank

Employees have until June 30 to join the UT Sick Leave Bank (SLB). The SLB is solely for the serious illness or injury of the employee and not for the illnesses/injuries of immediate family members. Medical certification is required with each and every request for sick leave bank time. Members who have been in the SLB for at least 30 calendar days are eligible to apply for sick leave days from the bank; however, conditions determined to be pre-existing shall not be eligible for SLB benefits until six months following the effective date of membership.



To join the bank, employees must enroll during the open period (April-June), and they will be initially assessed 24 hours of sick leave, which will be deducted from their sick leave balance. Employees must have six days of sick leave balance in order to join the bank. Employees may cancel membership from the bank by written request as of June 30 of each year.

The SLB currently has 1,590 members on the Knoxville campus with a total of 15,740 hours in the bank. During the past quarter, a total of nine requests were received by the bank, and 1,960 hours were awarded to the employees. Employees must have used all of their accrued leave (sick, annual, personal) before receiving days from the SLB.

If you are not a member of the Sick Leave Bank, you may want to consider joining. It is a great way to protect both you and your family in the event of a major illness or injury by allowing your salary to continue. For further information on the policy, go to HR0382: Sick Leave Bank listed in the Policies and Procedures section of the UT index. ■

## IPS CONGRATULATES 2013 GRADUATES

- 🎓 **Matthew Scott Gordy**, Lenoir City High School; son of Scott Gordy (CO)
- 🎓 **Shelley Hayes**, Union University, bachelor of science in organizational leadership, IPS (Jackson office)
- 🎓 **Malia Hinson**, UT Knoxville, bachelor of arts in communications, niece of Marty Spears (CTAS)
- 🎓 **Logan McDaniel** (IPS Student Worker), master's degree in public policy and administration
- 🎓 **Laura Phillips**, master's degree in elementary education from UT Knoxville; daughter of Beth Phillips (CIS) and past recipient of the Mary and Jack Jinks Scholarship.
- 🎓 **Lynn Reed** (CIS), master's degree in industrial engineering.
- 🎓 **Darcy Slizewski**, Medical University of South Carolina; daughter-in-law of Jim Slizewski (CIS)
- 🎓 **Joshua A. Walden**, Martin Luther King Magnet School, Class of 2013, son of Jon Walden (CTAS) (Note: First Lady Michelle Obama was the keynote speaker at Josh's graduation.) ■



# Staff Applause

**To: Keith Groves, CIS**

Thank you so much for your outstanding presentation regarding the University of Tennessee Center for Industrial Services' (CIS) E3 Initiatives at the Tennessee Renewable Energy and Economic Development Council Jackson forum on April 22. A total of 80 clean energy stakeholders were treated to various educational presentations related to renewable energy developments across Tennessee at the forum. The 92 mayors of TREEDC are grateful for you taking the time to share the success stories of CIS.



Keith Groves

Warren Nevad, MTAS Consultant and TREEDC Director

**To: Don Green, LEIC**

Congratulations, Don, and to **all the staff at LEIC** (on the recurring state funding). We are excited about LEIC and its continued contributions to professional law enforcement training across Tennessee.



Don Green

Glenn Chrisman, Chief of Police, Murfreesboro

**To: Jim Thomas, MTAS**

I would like to take this opportunity to express our gratitude for the outstanding assistance and leadership of Municipal Management Consultant **Warren Nevad** during our recent search for a new city manager for our city.

I contacted Warren when the city manager resigned, and his assistance has been invaluable. His attention to this project was unwavering and he adjusted his schedule several times to accommodate our needs. I feel the process, led by Warren, has enabled the city to complete an arduous task in record time, and he is to be commended. Please accept my appreciation for lending the services of this consummate professional to the city.



Warren Nevad

W. Troy Beets, Mayor, City of Kingston

**VISIT THE IPS INTRANET  
EMPLOYEE NEWS AND BRIEFS PAGE FOR MORE NEWS.**



# IPS June Calendar and Posts

## ◆ CIS

- June 19 Clandestine Methamphetamine Lab  
Decontamination, Nashville
- June 25 8-Hour DOT Refresher, Knoxville
- June 25 40-Hour HAZWOPER, Hazardous Waste Site  
Worker, Knoxville
- June 26 16-Hour DOT, Knoxville

## ◆ CTAS

- June 4-5 TCSA Legislative Conference, Gatlinburg
- June 11 Creating Success: The Role of the Leader, Manager  
and Follower, Johnson City
- June 12-14 Clerks of Court Conference, Nashville
- June 12 Creating Success: The Role of the Leader, Manager  
and Follower, Knoxville
- June 19-21 Capstone, Montgomery Bell State Park
- June 20 Creating Success: The Role of the Leader, Manager  
and Follower, Jackson
- June 24 Creating Success: The Role of the Leader, Manager  
and Follower, Franklin

## ◆ LEIC

- June 11-12 DNA Evidence Identification Collection and  
Preservation, Kingsport
- June 19-20 Tactical Response to an Active Shooter, Mt. Juliet
- June 30 Registration for NFA Investigator Virtual Reality

## ◆ MTAS

- June 11 Workplace Harassment and Workplace Violence,  
Spring Hill
- June 21 Human Resources, Memphis
- June 21 Water and Wastewater, Memphis
- June 22 Fire Review, Memphis
- June 22 Public Works, Memphis
- June 22 Police Review, Memphis
- June 26 Financial Reporting, Knoxville
- June 26 Financial Reporting, Jackson

## ◆ NAIFEH CENTER

- June 16-21 Tennessee Government Management Institute  
(TGMII), Knoxville

## RECRUITMENT

### ◆ CIS

MEP/Solutions Program Manager, Nashville

## NEW HIRES

### ◆ LEIC

Brent Lackey, LEIC Training Coordinator,  
Oak Ridge  
Karen Smith, LEIC Training Consultant,  
Oak Ridge

### ◆ MTAS

Honna Rogers, Municipal Management  
Consultant, Chattanooga  
Jeffrey Broughton, Municipal Management  
Consultant, Nashville

## STATE SERVICE LONGEVITY

Donna Bridges, CIS ..... 10 years  
John Chlarson, MTAS ..... 15 years  
Nancy Gibson, MTAS ..... 17 years  
Lynne Holliday, CTAS ..... 29 years  
Paul Jennings, CIS ..... 29 years  
Libby McCroskey, CTAS ..... 22 years  
Emily Miller, LEIC ..... 5 years  
Pam Peters, CTAS ..... 41 years  
Katie Powell, LEIC ..... 3 years  
Sharon Rollins, MTAS ..... 28 years  
Becky Smeltzer, MTAS ..... 15 years  
Norma Wilcox, CIS ..... 22 years

## the EXCHANGE

The EXCHANGE is a newsletter  
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